



JOHN ENGLER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING



THOMAS D. WATKINS, JR.  
SUPERINTENDENT OF  
PUBLIC INSTRUCTION

September 3, 2002

**TO:** State Board of Education

**FROM:** Thomas D. Watkins, Jr., Chairman

**SUBJECT:** Appointment of Members to State Board of Education Professional Preparation Advisory Groups

Several vacancies have occurred on the following State Board advisory groups due to resignations or expiration of terms:

<u>ADVISORY GROUPS</u>	<u>VACANCIES</u>
Professional Standards Commission for Teachers	3
Standing Technical Advisory Council	4
Teacher Examination Advisory Committee	4

Nominations were solicited for membership categories in which vacancies have occurred. At the State Board of Education's request, nominees were asked to submit a one- or two-paragraph statement of their philosophy as it relates to the responsibilities of the advisory group. The persons listed below have been nominated by the Michigan Association of School Administrators (MASA), the State Board of Education (SBE), the Michigan Education Association (MEA), the Presidents Council-State Universities of Michigan, the Michigan Federation of Teachers and School Related Personnel (MFTSRP), and the Michigan Deans' Council for appointment to the following State Board advisory groups. Biographical resumes are provided as Attachment 1. The purpose and current membership of these advisory groups are provided as Attachments 2, 3, and 4.

**Professional Standards Commission for Teachers**

Kathryn Malnar (MASA) is recommended in the category of Administrator for a four-year term ending June 30, 2006. She will replace Jeremy Hughes, whose term expired on June 30, 2002.

KATHLEEN N. STRAUS - PRESIDENT • SHARON L. GIRE - VICE PRESIDENT  
MICHAEL DAVID WARREN, JR. - SECRETARY • EILEEN LAPPIN WEISER - TREASURER  
MARIANNE YARED MCGUIRE - NASBE DELEGATE • JOHN C. AUSTIN • HERBERT S. MOYER • SHARON A. WISE

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909  
www.michigan.gov • (517) 373-3324

Harrison Blackmond (SBE) is recommended in the category of General Public for a four-year term ending June 30, 2006. He will replace Karen Reynolds, whose term expired on June 30, 2002.

Susan Pagen (MEA) is recommended in the category of Teacher/Teacher Association for a three-year term ending June 30, 2005. She will fill the vacancy created by the resignation of Melissa Clapper.

#### **Standing Technical Advisory Council**

C. Timothy Weier (Presidents Council, State Universities of Michigan) is recommended in the category of Higher Education for a two-year term ending June 30, 2004, as a reappointment to his present term, which expired on June 30, 2002 .

Yolanda Mojica (MEA) is recommended in the category of Teacher/Teacher Association for a two-year term ending June 30, 2004. She will replace Tanya Pillow, whose term expired on June 30, 2002.

Ernest Bauer (MASA) is recommended in the category of Administrator for a two-year term ending June 30, 2004. He will replace Frederica Frost, whose term expired on June 30, 2002.

Greg Knoblock (MFTSRP) is recommended in the category of Teacher/Teacher Association for a two-year term ending June 30, 2004, as a reappointment to his present term, which expired on June 30, 2002.

#### **Teacher Examination Advisory Committee**

Susanne Chandler (Michigan Deans' Council) is recommended in the category of Higher Education for a two-year term ending June 30, 2004, as a reappointment to her present term, which expired on June 30, 2002.

Ruth Augustine (MEA) is recommended in the category of Teacher/Teacher Association for a two-year term ending June 30, 2004, as a reappointment to her present term, which expired on June 30, 2002.

Carol Niemann (MEA) is recommended in the category of Teacher/Teacher Association for a two-year term ending June 30, 2004, as a reappointment to her present term, which expired on June 30, 2002.

Gary Allen (MASA) is recommended in the category of Administrator for a two-year term ending June 30, 2004, as a reappointment to his present term, which expired on June 30, 2002.

It is recommended that the State Board of Education:

1. appoint to the Professional Standards Commission for Teachers Kathryn Malnar and Harrison Blackmond for four-year terms ending June 30, 2006;
2. appoint to the Professional Standards Commission for Teachers Susan Pagen to fill a vacancy for a term ending June 30, 2005;
3. appoint to the Standing Technical Advisory Council Yolanda Mojica and Ernest Bauer for two-year terms ending June 30, 2004;
4. reappoint to the Standing Technical Advisory Council C. Timothy Weier and Greg Knoblock for two-year terms ending June 30, 2004; and
5. reappoint to the Teacher Examination Advisory Committee Susanne Chandler, Ruth Augustine, Carol Niemann, and Gary Allen for two-year terms ending June 30, 2004, as discussed in the Superintendent's memorandum dated September 3, 2002.

## STATE BOARD OF EDUCATION

Attachment 1

Biographical Resume

Nomination for The Professional Standards Commission for Teachers  
Name of Advisory Committee

1. Name Kathryn Malnar, Ed.D.
2. Address 16201 Lowe Road,  
Hudson Michigan 49247  
City State Zip Code
3. Present Position Superintendent
4. Business Address 781 N. Maple Grove Ave., Hudson, MI 49247
5. Telephone: Home 517-448-8068 Business 517-448-8912 (x227)  
E-Mail Address kmalnar@hudson.k12.mi.us
6. Nominating Organization MASA
7. Race\* (Optional) Caucasian Sex\* (Optional) Female
8. Prior Experience \_\_\_\_\_
9. Educational and Other Organizational Affiliations MASA, ASCD, South Central  
Michigan Works Strategic Planning Committee, Jackson Community College, Lenawee  
County Advisory Committee, Adrian College Teacher Education Advisory Council,  
United Way Board Member, Kiwanis, Family Counseling and Children's Services-Board  
President.
10. Education BA-Linguistics, MA-Educational Leadership, Ed. Sp.-Educational  
Leadership, Ed.D.- Educational Leadership
11. Miscellaneous \_\_\_\_\_

\*Optional

The Professional Standards Commission for Teachers  
Philosophy Statement for Kathryn A. Malnar, Ed.D.

As education professionals we must continually seek to improve the teacher preparation experience, and our profession as a whole. I believe that collaboration with local districts is the backbone of teacher education programs and provides opportunities for perspective teachers as well as current practitioners. Using current literature in the field, data collected about graduates, recommendations of the MDE program review process and working with the established partners guidelines and goals should be developed to improve the quality of the teaching profession.

I believe that adults and children learn best in the context of practice. Therefore, meaningful experiences, which immerse prospective teachers in school settings earlier and significantly will benefit our profession in countless ways. Standards for professional practice, student teaching programs, and continuing certification can serve as guides to local school districts and teacher preparation institutions as we all continue working on our common mission of assuring the highest quality educational system possible.

# STATE BOARD OF EDUCATION

## Biographical Resume

**Nomination for** Professional Standards Commission for Teachers

1. **Name** Harrison Blackmond
2. **Address** 407 East Fort Street, Suite 407; Detroit MI 48226
3. **Present Position** Chairman, Blackmond Givens Group, a company providing contracted management services to not-for-profit and quasi-governmental organizations. (See attached).
4. **Business Address** \_\_\_\_\_
5. **Telephone: Home** 313 965 4215 **Business** \_\_\_\_\_  
**E-Mail Address** \_\_\_\_\_
6. **Nominating Organization** State Board of Education
7. **Race\* (Optional)** \_\_\_\_\_ **Sex\* (Optional)** \_\_\_\_\_
8. **Prior Experience** (see attached)
9. **Educational and Other Organizational Affiliations** (see attached)
10. **Education** (see attached)
11. **Miscellaneous** (see attached)

# HARRISON BLACKMOND

407 East Fort Street, Suite 407 • Detroit, MI 48226 • 313 965 4215

## SUMMARY

A RICH VARIETY OF DEMANDING LIFE AND WORK EXPERIENCES AND LEADERSHIP OPPORTUNITIES.

## EXPERIENCE

### BLACKMOND GIVENS GROUP

*CHAIRMAN, 2000 to present*

Provides contracted management services to not-for-profit and quasi-governmental organizations.

### UNION HILL CONSULTING GROUP, INC.

*PRINCIPAL CONSULTANT and FOUNDER, 1995 to present*

Provides employment and external relations counsel to business enterprises, for profit and not for profit. Services include strategic thinking and planning facilitation; leadership development; human resource management assistance; crisis management; external relations; business and education partnerships, and labor relations. Clients include regional shopping center developers, hotels, quasi-public agencies and private foundations. Full Member, Urban Land Institute and Member, International Council of Shopping Centers.

### MICHIGAN PARTNERSHIP FOR NEW EDUCATION (MPNE)

*CHIEF EXECUTIVE OFFICER, 1993 to 1995*

Led by a distinguished Board of Directors chaired by A. Alfred Taubman, the MPNE was the nation's largest public/private education reform initiative. The Board represented major businesses, education and government at the highest levels. Directed the operations of this eleven million dollars per year not-for-profit corporation. MPNE developed, in collaboration with schools and universities, Professional Development Schools that worked to change the way teachers teach and the way children learn. Received the National Leadership Award from the Institute for Educational Leadership. Member of Governor's Employability Skills Task Force and the Michigan Goals 2000 team.

### THE TAUBMAN COMPANY

*VICE PRESIDENT, HUMAN RESOURCES, 1990 to 1993*

*DIRECTOR, EMPLOYEE RELATIONS, 1988 to 1990*

*MANAGER, LABOR RELATIONS, 1987 to 1988*

Vice President, Human Resources: Managed and directed labor relations and the human resource function for twenty regional shopping centers in ten states. Provided consultation and support for the corporate human resource function. Designed and implemented employee and organizational development programs to support shopping center operations. Designed, developed and presented internal training programs for center and corporate purposes. These included training in new technology introduced at the centers and sexual harassment training at all shopping centers and corporate offices. Produced and selected training videos and designed working meetings for line supervisors and managers, including executive officers. House counsel for labor and employment law matters, selected and directed outside counsel, and advised management at all levels. Administered the corporate equal employment opportunity program, which included ensuring compliance with anti-discrimination laws and supporting the company's goal to increase diversity in its work force. Managed union certification campaigns for management.

# HARRISON BLACKMOND

**LOS ANGELES COUNTY DISTRICT ATTORNEY**  
DEPUTY DISTRICT ATTORNEY, 1982 to 1987

Conducted numerous felony and misdemeanor jury trials in Los Angeles County Municipal and Superior Courts. Selected for assignment to a Special Unit prosecuting difficult sexual assault matters. Spent two years prosecuting felonies committed in the City of Los Angeles. Received commendations from District Attorney Ira Reiner and victims of sexual assaults.

Other employment included legal and executive positions with the Michigan Education Association or its affiliated collective bargaining agents and an associate position at Levin, Levin, Garvett and Dill, a Detroit firm specializing in labor, education and employment law. Selected to be a Fellow of the Education Policy Fellowship Program.

## EDUCATION

**THE LAW SCHOOL AT UNIVERSITY OF MICHIGAN**  
*Juris Doctor, 1974*

First freshmen representative to Law School Student Senate; Received a Fellowship to study and research at the Center for Law and Social Policy in Washington, D.C. during the Spring Semester, 1973.

**THE UNIVERSITY OF CINCINNATI**  
*Master of Arts in Audiology, 1971*  
Office of Education Fellowship

*Bachelor of Science in Audiology & Speech Pathology, 1970*  
Dean's List

## REPRESENTATIVE CIVIC INVOLVEMENT

Past Chair, Board of Trustees, *Marygrove College*, Detroit, Michigan  
Past President, *Business Education\Training Alliance*, an affiliate of the Detroit Regional Chamber  
Member, Board of Directors, *Detroit Regional Chamber*

## REFERENCES UPON REQUEST



# State Board of Education

## Biographical Resume

**Nomination for** Professional Standards Commission for Teachers

1. **Name** Susan Y. Pagen
2. **Address** 204 E. Michigan St., Three Oaks, MI 49128-1139
3. **Present Position** Middle School Educator: computer technology and special education
4. **Business Address** New Buffalo Area Schools, 1112 E. Clay Street, New Buffalo, MI 49117
5. **Telephone: Home** 616-756-9890      **Business** 616-469-6018  
**E-Mail Address** spagen@triton.net
6. **Nominating Organization** Michigan Education Association
7. **Race\*** (Optional) Caucasian      **Sex\*** (Optional) Female
8. **Prior Experience** Technology Committee Co-Chair 2 years; Facility Design Committee; School Improvement Committee; North Central Accreditation Team; Berrien County ISD Personnel Advisory Committee; Berrien County ISD Integrated Thematic Instruction Trainer; Michigan Education Association Legislation Commission; Michigan Education Association Communications Committee
9. **Educational and Other Organizational Affiliations** MACUL, Council of Exceptional Children, Michigan Education Association, National Education Association
10. **Education** 2001 Cisco Regional Academy; 1998 Ferris State University, 33 Credits Summer Computer Institute; 1988 John Hopkins Summer Institute: Special Education and Technology; 1984 Grand Valley State College, Masters of Education; 1977 Grand Valley State College, Bachelor of Science, Endorsements: Mentally Impaired, Emotionally Impaired, Learning Impaired
11. **Miscellaneous** Developed and implemented special education inclusion program integrating thematic instruction in English 7/8<sup>th</sup> grades and high school World History and English classes; Trained middle school staff in computer based grading program and integration of internet in curriculum; Inservice on PowerPoint skills for district instructional staff; Participated in Eisenhower Grant Program through Ferris State University – Internet learning and integration across the curriculum; Presenter – MALDE Conference, MACUL conference, MEA Instruction and Professional Development Conference, and MEA Bargaining and Public Relations Conference

## Philosophical Statement

The importance of professional standards developed by teachers for their profession is the practice that will continue to maintain the field of education as a "profession". I feel that it is necessary for the educators within the field to be instrumental in the development of these standards. Teachers are vital to the development and quality of education, as well as, accountable for the implementation of educational standards. It is necessary to address and maintain professional standards at all levels of this profession. We must assess the needs and skills necessary for an educator's preparation in order to assure a professional entering this field is not only certified but also qualified to maintain and improve education. It is vital that educators within the field also look to the future needs for education to meet the demands and requirements of an ever-changing society and develop quality programs.

**STATE BOARD OF EDUCATION**  
Biographical Resume

**Nomination for** Standing Technical Advisory Council

1. **Name** C. Timothy Weier
2. **Address** 7475 Wadsworth Road  

<u>Saginaw</u>	<u>MI</u>	<u>48601-9668</u>
<u>(City)</u>	<u>(State)</u>	<u>(Zip Code)</u>
3. **Present Position** Mathematics Lecturer, SVSU
4. **Business Address** Science 336, SVSU, 7400 Bay Rd., University Center, MI 48710
5. **Telephone: Home** 989/754-3044 **Business** 989/790-5609
6. **Nominating Organization** President's Council, State Universities of Michigan
7. **Race\*** \_\_\_\_\_ **Sex\*** \_\_\_\_\_
8. **Prior Experience** 28 years – Secondary Mathematics Teacher, Reese, MI; two years adjunct Math, Delta College; ten years adjunct Math, SVSU; two years Math Lecturer, SVSU
9. **Educational and Other Organizational Affiliations** MAA, MCTM, NCTM, MEA
10. **Education** BA – Mathematics/English, MSU; MA – Mathematics, CMU
11. **Miscellaneous** \_\_\_\_\_

\*Optional

**State Board of Education**  
**Biographical Resume**

**Nomination for** Standing Technical Advisory Committee

1. **Name** Yolanda Mojica
2. **Address** 1119 Woodside Drive, Flint, MI 48503
3. **Present Position** School Psychologist, Flint Community Schools
4. **Business Address** Special Education Services Center, 2421 Corunna Road, Flint, MI 48503-3300
5. **Telephone: Home** 810-239-4360      **Business** 810-760-1022  
**E-Mail Address** yolandamajica@msn.com
6. **Nominating Organization** Michigan Education Association
7. **Race\*** (Optional) Hispanic      **Sex\*** (Optional) Female
8. **Prior Experience** Dissertation on validation of a scale – district director of assessment, university professor (associate and assistant) in education
9. **Educational and Other Organizational Affiliations** MEA-UTF, MASP, ASCD
10. **Education** Ph.D. – educational psychology
11. **Miscellaneous** Also, as director of assessment I was a member of the team that oversaw the writing and implementation of district standards, and performance tasks. In my capacity of assistant professor (UM-F) I was a member of the bias committee for the state test in school psychology.

## **Philosophical Statement**

One of the most gratifying experiences in my 30-year career has been teaching pre-service teachers. It has given me the opportunity to interact, guide, and provide opportunities for future teachers. Pre-service teachers need to have a solid foundation in various subject matters and in theories of learning, along with extensive skills in the area of instruction. My principal role as a professor is to create opportunities for deeper levels of understanding of subject matter and instructional skills. Likewise, I believe that the role of classroom teachers is to also create for their students opportunities for deeper levels of understanding.

I strongly believe that children are society's richest resource. As an educator, I have the obligation and the privilege to provide the structures and opportunities that serve as a springboard for children's growth.

My career has been based on the following beliefs:

- I believe that all children have the right to have an education with high expectations.
- I believe that the knowledge and experience of both the educators and students shape learning; neither is more valuable than the other.
- I believe that learning requires a change in cognitive and emotional structures; learning is complex and is not limited to knowledge of facts.
- I believe that while successful teaching requires teamwork, the ultimate success is reached only when the student perceives that an educator respects and believes in him or her.
- Lastly, I believe that a democracy is the best system of governance. A democracy fails when it does not have a strong and just public school system.

# STATE BOARD OF EDUCATION

## Biographical Resume

- Nomination for** Standing Technical Advisory Committee
1. **Name** Ernest A. Bauer
2. **Address** Oakland Schools  
Waterford MI 48328  
City State Zip Code
3. **Present Position** Consultant, Research, Eval and Assessment
4. **Business Address** 2100 Pontiac Lake Road
5. **Telephone: Home** 248 634-2817 **Business** 248 209-2162  
**E-Mail Address** Ernie.Bauer@Oakland.k12.mi.us
6. **Nominating Organization** MASA
7. **Race\*** (Optional) White **Sex\*** (Optional) Male
8. **Prior Experience** In current position since 1974 – served on TAC for Teacher Test; TAC for MI – Access (currently)
9. **Educational and Other Organizational Affiliations** AERA, NCME, NATD (test directors)  
MERA
10. **Education** Ph. D. Kansas State University  
Ed. Psych, 1974
11. **Miscellaneous** \_\_\_\_\_

My philosophy as it relates to the responsibilities of the advisory group (Standing Technical Advisory Committee).

I have spent my career helping school district personnel get and use the data they need to make decisions.

There are many valid reasons to assess. No assessment will meet the needs of every set of stakeholders. Schools & districts should be moving to thinking of assessment as an on-going process, not an event. MEAP has had a positive influence on teaching and learning in the state of Michigan.

Tests must be fair. One cannot ascertain fairness by examining face validity; determining fairness requires statistical analysis, as well as critique of the content of the items.

Validity is not a characteristic of an assessment. Determination of validity requires a test score on an examinee and a decision to be made. If the test, the scale, the examinee, or the decision is not appropriate, the use of the score will be inappropriate. The way test results are reported is crucial in getting any stakeholder group to use them appropriately.

Committees mean compromise. Any advise sent to the State Board of Education is just that: advise. They make the decision. It is the STAC's responsibility to grapple with complex psychometric issues and explain its position on those issues in plain English.

**STATE BOARD OF EDUCATION**

**Biographical Resume**

**Nomination for:** Standing Technical Advisory Council (STAC)

- 1. Name:** Dr. Greg Knoblock
- 2. Address:** 37653 Hummingbird Lane, Richmond, MI 48062
- 3. Present Position:** High School Mathematics Teacher
- 4. Business Address:** East Detroit Public Schools  
15115 Deerfield, Eastpointe, MI 48021
- 5. Telephone:** Home: 586.727.3093 Business: 586.445.4699  
**E-Mail Address:** drgaknob@klondyke.net
- 6. Nominating Organization:** Michigan Federation of Teachers & School Related Personnel (MFTSRP)
- 7. Race:** \_\_\_\_\_ **Sex:** Male
- 8. Prior Experience:** See Attached Sheet
- 9. Educational and Other Organizational Affiliations:**

East Detroit Federation of Teachers (Executive Vice President)  
Michigan Federation of Teachers & School Related Personnel  
American Federation of Teachers

- 10. Education:** See Attached Sheet
- 11. Miscellaneous:** As a proud member of the original STAC and active participant in the creation of Michigan's teacher testing program over a decade ago, I continue in my enthusiasm for this excellent process. Although enjoying my participation on many State advisory committees, my initial and continuing participation as a member of STAC has been and continues to be most rewarding. Membership on STAC not only permits an active advisory role to the State Board of Education but reassigns my knowledge of research, testing, and measurement from the classroom into a practical application assuring continued excellence for my profession.



**Items 8 & 10:**

**10. Earned Degrees**

Ed. D., Educational Leadership, Western Michigan University, 1985.  
Ed. Spec., Mathematics, Wayne State University, 1978.  
M.A., Secondary Education, University of Michigan, 1975.  
B.A., Mathematics, Wayne State University, 1969.

**8. Educational/Teaching Experiences**

East Detroit Public Schools, Eastpointe, Michigan. 1969-Ongoing. High School Mathematics Teacher.

Stena Heights University, The Metropolitan Detroit Program, Southfield, Michigan. Instructor: GRS 605 Methodology of Research, 1996 - 2000.

Wayne State University, Department of Mathematics Education, Detroit, Michigan. Instructor: MAE 510 Mathematics Education/Geometry, Fall 1989.

Western Michigan University, Department of Educational Leadership, Kalamazoo, Michigan. Instructor: EDLD 640 Introduction to Educational Research - Winter Term 1988, Summer Terms 1988 & 1989; EDLD 645 Research Design & Data Analysis I - Fall Term 1988; and EDLD 646 Research Design & Data Analysis II - Winter 1989.

**Service**

Advisory Committee on School Improvement and Accreditation, Michigan Department of Education, 1996 - 1997.

Periodic Review/Program Evaluation Council, Michigan Department of Education, Teacher Representative, September 1995 - 1998.

Teacher Testing Standing Technical Advisory Council (STAC), Michigan Department of Education, December 1988-July 1992, August 1998 - Ongoing.

Request For Proposal (RFP) Subcommittee/STAC, August, 1990.

Advisory Committee on Accreditation, Michigan Department of Education, Michigan Federation of Teachers Representative, August 1990-July 1992.

Research Subcommittee/Advisory Committee on Accreditation, Michigan Department of Education, August 1989-July 1992. Chairman, 1992.

Superintendent's Study Committee on Accreditation, Michigan Department of Education, Michigan Federation of Teachers Representative, August 1988-July 1990.

**Susanne Chandler, Ph.D. - Director, School of Education**  
**RE: Michigan Dept. of Education Committee Vacancy**

**Statement of Interest in serving on the Teacher Examination Advisory Committee:**

The promotion of qualified teachers is Teacher Education's most important agenda. I have worked my entire career in higher education toward the agenda of better-qualified teachers for the public schools. I believe I come to this agenda from a unique perspective: I have taught as a certified teacher in the K-12 schools for 16 years, I am presently a higher education administrator (Director of the School of Education at Ferris State University) in the field of Teacher Education Certification. I have a Ph.D. in Educational Policy and Leadership, and I have recently (1999-2000) served on a special commission to help develop policy for the Title II, Teacher Preparation Accountability and Evaluation Commission. I have also served on the Oversight Team for "High Schools That Work" in the Pittsfield School District, Pittsfield, MA (1999-2000). These policy developing opportunities and leadership experiences have given me the ability to promote better teaching practices, develop sensitive curriculum, and effect and advocate for teacher education policy.

**Home Address:** 2758 E. Arthur  
Rothbury, MI 49452

**Home Telephone:** 231 861-8613

**Business Address:** Ferris State University  
College of Education  
618 Bishop Hall  
School of Education  
1349 Cramer Circle  
Big Rapids, MI 49307

**Business Telephone:** 231 591-5362  
**email:** chandles@ferris.edu

**Present Position:** Director, School of Education

**Prior Experience:** Director of School of Education - Ferris State University (1999-present)  
Mass. College of Liberal Arts - Chair & Certification Officer (1996-1999)  
Teacher Preparation Accountability & Evaluation Commission for Title II:  
Appointed to joint Commission (U.S. Dept. of Educ./American Assoc. of State Colleges and Universities) to research in the policy areas of Intent and Area. (1999-2000).  
OverSight Team - "High Schools That Work" (Pittsfield Public Schools, MA) (1999-2000)

**Education & Organizational Affiliations:** American Educational Research Association  
Women in Development; The Ohio State University  
Phi Beta Delta  
Pi Lambda Theta  
Research on Women in Education

**Educational Background:** **Ph.D. (1990) The Ohio State University**  
in Educational Policy and Leadership  
Curriculum, Instruction, Educational Research, Cultural Anthropology  
And Teacher Education  
**Supervisory Credential (1990) The Ohio State University**  
**M.A. (1986) The University of California (Davis)**  
Curriculum and Instruction  
**Teaching Credential (1976) California State University (Fullerton)**  
**B.M. (1974) California State University (Fullerton)**  
Music

**Willingness to make a minimum of 6 one-day trip to Lansing:** Very willing

**State Board of Education**  
**Biographical Resume**

**Nomination for** Teacher Examination Advisory Committee

2. **Name** Ruth Augustine
2. **Address** 2293 Niagara, Troy, MI 48083
3. **Present Position** Troy Education Association President
5. **Business Address** 30701 Barrington Ave., Ste. 125, Madison Hgts. MI 48071
5. **Telephone: Home** 248-619-9120 **Business** 248-585-3723
- E-Mail Address** Raugustine@mea.org
6. **Nominating Organization** Michigan Education Association
7. **Race\*** (Optional) Caucasian **Sex\*** (Optional) Female
8. **Prior Experience** 73-75 Royal Oak MS Math teacher, 75-77 Substitute  
teacher/title 1 Tutor, 77-Present Troy Schools, 77-95 HS Math teacher,  
95-present full-time release president
9. **Educational and Other Organizational Affiliations** Troy Education  
Association/MEA/NEA, National Council of Teachers of Mathematics
10. **Education** BA Mathematics – Michigan State University; MA  
Guidance/Counseling – Michigan State University; MA + 30 hours –  
Michigan State University, Oakland University
11. **Miscellaneous** 2000-02 Teacher Examination Advisory Committee

## Philosophical Statement

Assuring that individuals entering the teaching profession are well-qualified and meet definable standards is essential to the quality of Michigan's public schools. Recognizing this, the Michigan Legislature has enacted laws that require individuals who are seeking teaching certificates pass basic skills and subject area examinations prior to receiving their certificates.

While I believe that testing teachers prior to issuing teaching certificates is appropriate, I also believe we must insure that these tests reflect realistic expectations for those entering the teaching profession or seeking additional endorsements. Testing conditions and sites are also important considerations. Testing data and feedback from those who administer the test or who have taken the test must be maintained. In order to make appropriate recommendations to the State Board of Education, the Teacher Examination Advisory Committee has the responsibility to continually review and reevaluate the examination requirements, guidelines, and process.

I would be pleased to continue serving as a member of the Teacher Examination Advisory Committee.

**State Board of Education**  
**Biographical Resume**

**Nomination for** Teacher Examination Advisory Committee

1. **Name** Carol A. Niemann
2. **Address** P. O. Box 203, Otsego, MI 49078-0203
3. **Present Position** Teacher of Secondary Mathematics
4. **Business Address** Delton Kellogg Schools, 327 N. Grove, Delton, MI 49046
5. **Telephone: Home** 616-692-3301      **Business** 616-623-9211  
**E-Mail Address** Cniemann@mymea.org
6. **Nominating Organization** Michigan Education Association
7. **Race\*** (Optional) Caucasian      **Sex\*** (Optional) Female
8. **Prior Experience** Past member of the Teacher Examination Advisory Committee
9. **Educational and Other Organizational Affiliations** Michigan Education Association, National Education Association, Michigan Council of Teachers of Mathematics, National Council of Teachers of Mathematics, Association for Supervision and Curriculum Development
10. **Education** Bachelor of Science, Western Michigan University, Masters of Science work, Western Michigan University and Michigan State University
11. **Miscellaneous** North Central Accreditation Chairperson, Adjunct Professor of Mathematics Education-Western Michigan University, New Teacher Mentoring Coordinator-Delton Kellogg Schools, Association President, and Member of the Michigan Education Association Board of Directors

## **Philosophical Statement**

Quality teachers are essential for quality learning to occur in our schools. Candidates must demonstrate competency in the subjects they teach, as well as possess general knowledge that makes them a positive, well-informed role model by the example they set. Therefore, basic skills and subject area examinations must be rigorous, and, at the same time, fair to all races, genders, and ethnic groups. Simultaneously, the standards set must be comprehensive, including a component, which reflects an understanding of education pedagogy, and all criteria must be well communicated with institutions preparing candidates for the classroom.

# STATE BOARD OF EDUCATION

## Biographical Resume

Nomination for Teacher Examination Advisory Committee  
Name of Advisory Committee

1. Name Gary W. Allen, Ed. D.

2. Address 50 Hiawatha Drive, Mt Pleasant, MI 48858

City

State

Zip Code

3. Present Position Superintendent

4. Business Address 201 S. University, Mt Pleasant, MI 48858

5. Telephone: Home (989) 775-7771 Business (989) 775-2301

E-Mail Address gallen@edzone.net

6. Nominating Organization Michigan Association of School Administrators

7. Race\* (Optional) Caucasian Sex\* (Optional) Male

8. Prior Experience (SEE ATTACHMENT)

9. Educational and Other Organizational Affiliations \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

10. Education \_\_\_\_\_  
\_\_\_\_\_

11. Miscellaneous \_\_\_\_\_

\*Optional

Gary W. Allen

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50 Hiawatha Drive  
Mt. Pleasant, Mi 48858  
517-775-7771  
[gallen@cdzone.net](mailto:gallen@cdzone.net)

### VITA

#### Personal

Work Address: 201 S. University  
Mt. Pleasant, Mi. 48858  
Work Telephone: 517-775-2301

Marital Status: Married  
Children: Three (26, 24, 20)

#### Professional Preparation

Degrees:	Ed.D.	Western Michigan University, 1985 Educational Leadership
	Ed.S.	Western Michigan University, 1983 Educational Leadership
	M.A.	Western Michigan University, 1980 Educational Leadership
	M.A.	Western Michigan University, 1975 Counseling & Personnel
	B.S.	Grand Valley State University, 1971 Education & Science

Other: Indiana University, 1996: Marketing Your Schools  
Eastern Michigan University, 1992: Strategic Planning for Career and Technical Education  
Leadership for School Improvement Project (LSIP), 1990-91: School Improvement Plan Development  
Western Michigan University, 1990: Site-Based Management  
Jackson Area Chamber of Commerce & Jackson Community College 1989-90:  
Deming Quality Control Training  
National Association of Secondary Principals, 1986 & 1987:  
Middle School Seminars  
Human Potential Workshop, 1979: Certified Trainer  
Central Michigan University, 1979: Master Schedule Development

#### Certification

Michigan Continuing Certificate

Endorsements: Counseling K-12 (NT), Science 9-12 (DX), Physical Education K-12

Administrative Certification: Superintendent (AP)

#### Professional Experiences

Present Position: Superintendent of Schools, Mt. Pleasant Public Schools (since 6/30/97). A district of 4,200 students in grades K-12 and 900 students in the Mt. Pleasant Area Technical Center. Responsibilities include serving as the chief executive officer for over 600 regular employees in 13 school buildings with an annual operating budget of over \$35,000,000. The district is home to a major university and a large Native American reservation.



## VITA – Gary W. Allen

### Past Positions:

Superintendent of Schools, Columbia School District 1988-1997. This public school district, located in rural Jackson County, served 2,000 students in grades K-12. Responsibilities included serving as the chief executive officer in the area of policy, curriculum and instruction, personnel, finance, business management, transportation, public relations, and pupil services.

Assistant Superintendent, 1987-1988, Columbia School District. Responsibilities included directing district-wide needs assessment, public relations, development and evaluation of curricula, director of transportation, and chief negotiator for support personnel.

Junior High Principal, 1985-1988, Columbia School District. The junior high housed 310 students in grades 7 and 8. Responsibilities included evaluations of all certified and support personnel; evaluation, revision, and implementation of curricula; developed plan for plant renovation; and provided positive learning experiences for all students.

Counselor, 1977-1985, Forest Hills Central Middle School, Grand Rapids, Michigan. Central Middle is a public middle school serving an upper-class community in suburban Grand Rapids. The school served 800 6<sup>th</sup> through 8<sup>th</sup> grade students of the district's 5,200 students. Responsibilities included individual and group counseling, leading parent support groups, development of secondary district guidance program, director of building testing program, member of building advisory council, coaching basketball, and intramural director.

Teacher, 1971- 1977, Newaygo High School, Newaygo Michigan. Newaygo is a public school system that serves 2,000 K-12 students from a predominantly middle-class background. Teaching included chemistry, physics, physical science, earth science, and coaching track, basketball, and cross country.

### Concurrent Experiences

Visiting Lecturer, 1987-1989, School of Education, Eastern Michigan University. Taught graduate courses in Educational Organization and Middle School Principalship.

Director of Gifted and Talented Summer School, 1984 & 1985, Forest Hills Public Schools, Grand Rapids, Michigan. The school utilized four teachers to serve 35 students in grades 2<sup>nd</sup>– 8<sup>th</sup>. Responsibilities included recruiting qualified students, hiring and evaluation of staff, development and evaluation of curricula, and budget development.

## VITA – Gary W. Allen

Program Intern for Doctoral Studies, Summer 1984, Amway Corporation Training Department, Ada, Michigan. The department is housed in Amway's Corporate Headquarters and is designed to provide advance training for middle management. Assisted in development of computer training program.

Administrative Intern/Administrative Assistant Specialist Program, Summer 1982, Aide to Assistant Superintendent of Instruction, Jenison Public Schools. Jenison is a suburban community 10 miles west of Grand Rapids comprised of upper middle class families. The district served 4,300 students K-12. Responsibilities included developing administrative handbook; labor relations, shared-job study; and other assignments.

Summer Recreation Director, 1981, Cascade Township, Grand Rapids area. Responsibilities included: organize, schedule, and administer pine men's and women's softball leagues comprised of 63 teams.

### Honors and Awards

United Way of Isabella County: Campaign Cabinet 2000-2001.  
Columbia School District: Award of Appreciation, 1997  
Jackson County Superintendents: Distinguished Service Award, 1997  
Lions International of Clarklake: President Award, 1996  
United Way of Jackson County: Award of Excellence, 1995  
Lions International District 11-B-2 of Michigan: Membership Growth Award, 1994-95  
Lions International of Clarklake: President Award, 1995  
Lions International of Clarklake: Service Award, 1994  
United Way of Jackson County: Campaign Cabinet 1992-93  
Brooklyn-Irish Hills Chamber of Commerce: Director's Award 1991, 1992, & 1993  
Jackson Area Quality Initiative: Jackson Community College, 1990  
Michigan Association of Secondary School Principals: Gold Award 1986  
Forest Hills School District: Distinguished Achievement Award 1985  
Grand Valley State Colleges: Graduated with honors 1971

### Professional Experiences and Associations

Central Area Partnership Consortium, member of the Educational Advisory Group, 2000 to present  
Gratiot-Isabella County Advisory Committee for Vocational and Technical Education, 1997 to Present  
Member Gratiot-Isabella Superintendents' Association, 1997 to present  
Chair, North Central Accreditation visitation committee, 1996 to present  
American Association for Supervision and Curriculum Development  
Michigan "Association of School Administrators  
Michigan Association of School Administrators: Region IV  
Middle Cities Education Association Michigan Association of School Boards

Vita – Gary W. Allen

Cascades Athletic Conference Executive Council:

President 1994-95 & Vice-President 1993-94

Jackson County Superintendents' Advisory Committee for Vocational Education, 1990 to 1997

Jackson County Superintendents' Advisory Committee for Two-Way Interactive Delivery System for Schools (TIDSS), 1988-97; Chair 1993-97

American Association for Supervision and Curriculum Development

Middle Cities Education Association

Conducted administrator and teacher workshops

Past member, Michigan Association for Supervision and Curriculum Development

Past member, Phi Delta Kappa

Past member, Michigan Association of School Administrators: Region VIII

Past member, West Michigan Personnel and Guidance Association

Past member, Michigan Association of Middle School Educators

Past member, National Association of Secondary School Principals

Past member, Michigan Association of Secondary School Principals

Community Leadership

Central Michigan Community Hospital Strategic Planning Committee, 2001

Local Area Development Authority: Board of Directors 2001

Isabella County United Way Campaign Cabinet: 2000 & 2001

Red Cross of Isabella County Building Committee: 1999

Pardee Cancer Foundation of Isabella County: Board of Directors 1999 to present

Mt. Pleasant Area Chamber of Commerce: Board of Directors 1999 to present

Mt. Pleasant Area Diversity Group: Member 1997 to present

America's Promise of Isabella County: Steering Committee 1997 to present

Mid-Michigan Development Corporation: Board of "Directors 1997 to present

City of Mt. Pleasant TIFA: 1997 to present

Jackson "CommUnity" Transformation Project: Group "convener: 1996

Lions International of Clarklake: Member 1990-97

President 1994-95 & 1995-96

Vice-President 1993-94

Jackson County United Way Campaign Cabinet, 1992-93

Brooklyn-Irish Hills Chamber of Commerce: Board of Directors 1990-93

Past member, Columbia Athletic Boosters

Brooklyn Amateur Athletic Union (AAU): girls; basketball coach

Columbia Recreation Program: girls' basketball coach

Columbia Recreation: Advisory Board member

Brooklyn Sandy Koufax & Mickey Mantle Baseball: coach

Columbia Little League: original member Board of Directors

Columbia Little League: coach

Past member, church vestry

St. Jude's Children Hospital chairperson of fund raising activity

## A PROPOSAL TO CREATE A PROFESSIONAL STANDARDS COMMISSION FOR TEACHERS

The State Board of Education creates within the Department of Education, the Professional Standards Commission for Teachers.

As used in this proposal:

- (a) "Commission" means the Professional Standards Commission for Teachers.
- (b) "Teacher" means a person who engages in teaching and includes classroom teachers, school librarians and media specialists, counselors, prekindergarten or early childhood teachers, and teachers in special education, vocational education, and other specialized fields required by the State Board to hold a teaching certificate or endorsement. "Teacher" includes a person who engages in teaching on a substitute or temporary basis, but does not include a teacher aide or paraprofessional.

The commission consists of 15 members appointed by the State Board of Education. Ten commission members shall be teachers who have been teaching for not less than five years immediately preceding their appointment, including nine public school teachers and one nonpublic school teacher; at least one of the teachers shall be employed by an intermediate school district; two members shall represent the institutions of higher education which offer a State Board approved teacher preparation program; one member shall be a school administrator; one member shall represent the general public; and one member shall be serving on a board of education of a local school district. A commission member who does not continue to have the qualifications which entitled that member to his or her original State Board appointment will result in a vacancy of the member's commission office.

- A. The term of each member shall be for terms of four years; except those initially appointed by the State Board, three shall be for a one-year term; three for a two-year term; four for a three-year term; and five for a four-year term.
- B. A member shall not serve more than two terms.
- C. A person appointed to fill a vacancy, occurring other than by the expiration of a term, shall be appointed for the balance of the unexpired term in the same manner as the original appointment.
- D. A member shall serve until the member's successor is appointed by the State Board.
- E. The commission shall select a chairperson for its own members.

The Professional Standards Commission for Teachers is charged by the State Board of Education to:

1. Investigate and recommend standards of professional practice to improve the quality of the teaching profession.
2. Develop and recommend standards for the implementation of teacher internships, student teaching programs or other clinical teaching experiences for persons preparing to become teachers.
3. Review and recommend changes in policies related to the continuing education and recertification of teachers.
4. Review and recommend changes in policies related to the revocation of teaching certificates.

A member of the State Board of Education's Professional Standards Commission for Teachers shall serve without compensation, but shall be reimbursed for actual and necessary expenses incurred in the performance of official duties.

The commission shall submit its recommendations to the State Board of Education on matters related to its charge. The State Board of Education shall consider the commission's recommendations within a 90-day period. The State Board of Education in responding to recommendations of the commission, shall take one of the following actions:

1. Approve;
2. Disapprove; or
3. Disapprove with comment and refer back to commission for further study.

The commission shall publish and submit to the State Board of Education an annual report of the commission's work and additional information and recommendations the commission considers necessary.

Adopted by the State Board of Education  
April 5, 1988  
Revised October 17, 1991

**PROFESSIONAL STANDARDS COMMISSION FOR TEACHERS (PSCT)**  
**Member Contact List – Revised 2/28/02**

<b>Bell, William</b>	* 9600 Elizabeth Lake Rd., White Lake MI 48386 Telephone: 248/553-8198 (Business) 248/470-3517 (Cell) 248/698-4882 (Home) E-Mail: <a href="mailto:wlkpres@aol.com">wlkpres@aol.com</a>
<b>Brune, Judy Co-Chair</b>	* 4350 E. Belding Rd., Belding, MI 48809 Telephone: 616/527-2921 (Business) 616/761-3792 (Home)  E-Mail: <a href="mailto:jbrune@ionia-isd.k12.mi.us">jbrune@ionia-isd.k12.mi.us</a>
<b>Clapper, Melissa</b>	* 188 Jamesway, Benton Harbor, MI 49022 Telephone: 616/471-1836 (Business) (Home)  E-Mail: <a href="mailto:mclapper@mea.org">mclapper@mea.org</a>
<b>Crane, Delinda</b> * Siena Heights University 1247 E. Siena Heights Drive Adrian, MI 49221	2795 Grosvenor Hwy, Palmyra, MI 49268 Telephone: 517/264-7892 (Business) 517/486-4504 (Home)  E-Mail: <a href="mailto:dcrane@sienahs.edu">dcrane@sienahs.edu</a>
<b>Davis, Vivian</b>	* 901 Huntington Blvd., Albion, MI 49224 Telephone: 517/629-9421 ext. 1167 (Business) 517/629-4482 (Home)  E-Mail: <a href="mailto:vdavis@albion.k12.mi.us">vdavis@albion.k12.mi.us</a> Fax: 517/630-3305
<b>Hughes, Jeremy</b> Superintendent Dearborn Public Schools 18700 Audette Street Dearborn, MI 48124-4222	* 410 Golfcrest Drive, Dearborn, MI 48124 Telephone: 313/730-3242 (Business) 313/563-3528 (Home)  Fax #: 313/730-3238 E-Mail: <a href="mailto:hughesj@dearborn.k12.mi.us">hughesj@dearborn.k12.mi.us</a>
<b>Jackson, Charles</b> MASB	* 1388 Harold Trail, Grayling, MI 49738 Telephone: 989/348-2329 (Home)  E-Mail: <a href="mailto:jacksonc@k2.kirtland.cc.mi.us">jacksonc@k2.kirtland.cc.mi.us</a>
<b>Johnson, Rosa</b>	* 1206 E. Preston, Mt. Pleasant, MI 48858 Telephone: 989/775-2200 ext 4290 (Business) 989/772-3918 (Home)  E-Mail: <a href="mailto:rcjohnso@edcen.ehhs.cmich.edu">rcjohnso@edcen.ehhs.cmich.edu</a>

<b>Lofton-Doniver, Lois</b>	<p>* 16545 Shaftsbury, Detroit, MI 48219 Telephone: 313/393-2200 (Business) 313/534-6962 (Home)</p> <p>E-Mail: <a href="mailto:ldoniver@mftsrp.org">ldoniver@mftsrp.org</a></p>
<p><b>Kosobud-McKinley, Kathleen</b> <b>Co-Chair</b> Ann Arbor Public Schools (on loan) * National Board for Professional Teaching Standards 2655 Evergreen Road, Suite 400 Southfield, MI 48076</p>	<p>2055 Pauline Ct., Ann Arbor, MI 48103 Telephone: (Home) 248-351-4444 (Business)</p> <p>Fax #: 248/351-4170 E-Mail: <a href="mailto:kmckinley@nbpts.org">kmckinley@nbpts.org</a></p>
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<p><b>Snyder, Jo-Ann</b> * Room 221 College of Education Wayne State University Detroit, MI 48202</p>	<p>1525 Cherboneau, Detroit, MI 48207 Telephone: 313/577-1644 (Business) 313/393-1677 (Home)</p> <p>Fax #: 313/577-4091 E-Mail: <a href="mailto:joann.snyder@wayne.edu">joann.snyder@wayne.edu</a></p>
<p><b>Stork, Barbara</b> Michigan Association of Non- Public Schools 505 N. Capitol Ave. Lansing, MI 48933</p>	<p>* 885 Sunrise Park Dr., Howell, MI 48843 Telephone: 517/372-0003 (Business) 517/546-6592 (Home)</p> <p>E-Mail: <a href="mailto:bstork@m-a-n-s.org">bstork@m-a-n-s.org</a></p>
<b>Turner, Carole</b>	<p>* 58 Oakridge Dr., Marquette, MI 49855 Telephone: 906/486-4438 (Business) (Home)</p> <p>E-Mail: <a href="mailto:didders97@hotmail.com">didders97@hotmail.com</a> Fax: 906/486-6549</p>

# STANDING TECHNICAL ADVISORY COUNCIL (STAC)

## Purpose/Charge

Public Act 267 of 1986, as amended by Public Act 282 of 1992, which required the implementation of teacher testing, also mandated the establishment of a seven (7) member Standing Technical Advisory Council (STAC), comprised of individuals who are experts in measurement and assessment. The Council is charged with advising the State Board of Education and the Teacher Examination Advisory Committee (TEAC) on the validity, reliability and other technical standards of the examination that are used, as well as the administration and use of those examinations.

## Criteria for Nomination

Acceptable nominees:

- must have a current teaching/faculty/administrative position in a Michigan school district or an approved teacher preparation program;
- must not be currently serving on any other State Board advisory group;
- must not have served more than two consecutive terms on the Council unless followed by a one-year hiatus; and ,
- must not be a relative or any member of the State Board of Education within the fourth degree of affinity or consanguinity.



**FOR OFFICE USE ONLY**

**STANDING TECHNICAL ADVISORY COUNCIL  
MEMBER CONTACT LIST – April 2002**

<b>Bosco, Dr. James</b> College of Education Western Michigan University Kalamazoo, MI 49008	*2202 Rambling Road Kalamazoo, MI 49008 Telephone: 616/387-3485 (Business) 616/381-2038 (Home) Fax: E-Mail:
<b>Frost, Dr. Frederica</b> Wayne Regional Educational Serv. Agency 33500 Van Born Rd. P. O. Box 897 Wayne, MI 48184-0807	*29930 Meridian Apt 20202 Farmington Hills, MI 48331 Telephone: 734/334-1574 (Business) 248/885-2861 (Home) Fax: E-Mail: <a href="mailto:frostf@resa.net">frostf@resa.net</a>
<b>Knoblock, Dr. Greg</b> , Exec. V. President East Detroit Federation of Teachers 17063 E. Ten Mile Road Eastpointe, MI 48021	*37653 Hummingbird Lane Richmond, MI 48062 Telephone: 586/445-4699 (Business) 586/727-3093 (Home) Fax: E-Mail: <a href="mailto:drgaknob@klondyke.net">drgaknob@klondyke.net</a>
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\*Indicates preferred mailing address

# TEACHER EXAMINATION ADVISORY COMMITTEE (TEAC)

## List of Criteria

Acceptable nominees:

- must have a current teaching/faculty/administrative position in a Michigan school district or an approved teacher preparation program;
- must not be currently serving on any other State Board advisory group;
- must not have served more than two consecutive terms on the Council unless followed by a one-year hiatus; and ,
- must not be a relative or any member of the State Board of Education within the fourth degree of affinity or consanguinity.

## Purpose/Charge

Public Act 267 of 1986, as amended by Public Act 282 of 1992, mandates not later than January 18, 1987, the State Board shall appoint an 11-member Teacher Examination Advisory Committee, comprised of representatives of approved teacher education institutions and Michigan education organizations and associations. Not more than ½ of the members comprising this Committee shall be certified teachers. Not later than January 1, 1988, this Committee shall recommend criteria to be used by the State Board in the development, selection, or development and selection of one or more basic skills examinations, and not later than January 1, 1989, criteria to be used by the State Board in the development, selection, or development and selection of subject area examinations. In addition, by those dates, the Committee shall recommend guidelines for the use and administration of those examinations. The basic skills examination referred to in this subsection may be developed by the State Board or selected by the State Board from commercially or university developed examinations. In addition, an approved teacher education institution, pursuant to guidelines and criteria described in subsection (4), may develop an examination at its own expense for approval by the State Board. An approved teacher education institution that develops its own examination is liable for any litigation that results from the use of its examination.

# TEACHER EXAMINATION ADVISORY COMMITTEE

## MEMBER CONTACT LIST – March 2002

<b>Dr. Gary Allen</b> , Superintendent Mt. Pleasant Public Schools 201 S. University Mt. Pleasant, MI 48858	*50 Hiawatha Dr., Mt. Pleasant, MI 48858 Telephone: 517/775-2301 (Business) 517/775-7771 (Home) Fax #: 517/775-2309 E-mail: <a href="mailto:Gallen@edzone.net">Gallen@edzone.net</a>
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- Preferred Contact Address

TEAC Contact list March 02.doc